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SUBJECT: Provisional Plan for Processing SP Pilot Volunteers during Fall 1967 Recruitment Exercise.

TO : Chief, OSA and Responsible AF and OSA Staff Personnel

A. Background Information: A series of conferences have been held during the past 30 days amongst OSA and Air Force special project personnel to establish a practical plan leading to the acquisition of volunteer pilot-trainees. As evolved and herewith presented, the procedural program represents the combined results of past recruitment experiences, plus a realistic projection into current and future special project requirements. The basic guidelines and criteria set forth by the responsible special project directors; OSA and Air Force are as follows:

1. Initial screening requirements covering operational, educational and aeromedical backgrounds would remain the same as have been previously established for other Special Projects.

2. To conserve the total resources committed to the acquisition program, an initial interview will be held with each candidate to determine his interest and motivation to join the specific Special Project under consideration. Furthermore, since the existence of an advanced model of the basic flying machine cannot be stressed in the initial 'pitch', considerable tact and judgement must be exercised during the opening discussion with the individual candidates.

3. The pilot requirements for the Special Project have tentatively been set to provide the following number of operationally ready personnel at the times indicated:

Fall 1968	2	Prime	1	back-up
Fall 1969	3	Prime	1	back-up
Fall 1970	3	Prime	1	back-up

The maintenance of a steady-state of 8 operationally-ready pilots in the Squadron will be maintained by this schedule, barring unforeseen emergency demands and/or accidental losses. The decision regarding the holding over of the alternate candidate (back-up) as a primary selective in the following year; recruitment program has not been made. The trade-off on this problem, i.e. holding the volunteer on 15 months 'alert-status' versus the gamble that one of the prime candidates fail to complete the training program is readily apparent. From my personal experience I would vote against any volunteer candidate being held over.

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4. Estimates on the relative success ratio in acquiring acceptable final candidates per numbers of initial screened prospects probably cannot be accurately defined. The rules of this particular game are different than any similar one carried out in the past, so only the results with the first 10 prospects can be expected to yield useful and valid estimates.

5. The working list of potential candidates contains 20 operationally and medically screened Air Force flying personnel. These will be separated into A & B groups and will be processed in that order; the B group being called up 3 weeks following the A group, only if we fail to acquire a minimum of 4 acceptances amongst the latter. By virtue of our care in the initial screening exercise, we would hope to lose no more than 1 out of each 4 volunteers who are completely processed by the medical psychological and security teams.

B. Specific Recruitment Procedures:

1. Group A candidates ordered in by Hq Air Force personnel office, Lt Col Brojer, to Wash., D.C. on 14 days TDY arriving Sunday 15 October 1967. Upon arrival candidate will call Col Brojer who will instruct him to register at the Motel and appear at his appointed time for interview in stated conference room. The interview team schedule will allow 2 hours for each candidate carrying through Monday & Tuesday 16 - 17 October 1967 as follows:

Monday 16 Oct:	Candidate	67 A-1	0830
		67 A-2	1030
		67 A-3	1230
		67 A-4	1430
		67 A-5	1630
Tuesday 17 Oct:	Candidate	67 A-6	0830
		67 A-7	1030
		67 A-8	1230
		67 A-9	1430
		67 A-10	1630

The interview team will be expected to subsist on a snack working luncheon during the 2 days of initial interviews in order to conserve time. The consultant flight surgeon will provide team members with a signed certificate stating that such reduced rations do not constitute a health hazard upon individual request.

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2. Those candidates declaring definite interest in becoming Special Project Trainees during their personal interview will be given the following schedule of subsequent evaluation and selection procedures.

a. Psychological and psychiatric testing and evaluation - 18, 19, 20 Oct 67 Wash. D.C. Designated Motel. 21 Oct 67 - spare day for slippage and rechecks. 22 Oct 67 Travel to (b).

b. Aeromedical evaluation - Brooks AFB, Texas. 23 - 27 Oct 67 inclusive. 28 Oct 67 Re-checks. 29 Oct 67 travel to home base.

3. In the event 6 candidates in Group 67-A accept the program no further individuals will be processed. Any additional acceptances will be duly thanked and commended for their interest in the program & allowed forthwith to return to their home base. If less than 4 acceptances are obtained, they will be instructed to proceed to Brooks AFB for their aeromedical evaluation and return in 2 or 3 weeks for their psychological evaluation. In this latter case, Group 67-B will be called in for interview and hopefully from this second exercise, sufficient additional volunteers will be obtained to bring the total for psychological processing to six (6) finalists.

4. The Psychological evaluation team will not attempt to make a final report on 67-A candidates prior to their departure to Brooks AFB 20-21 Oct 67 for undergoing the aeromedical evaluation. However, preliminary psychological impressions on candidates worthiness will be integrated into the preliminary results reported from AFSAM to provide a realistic planning factor as regards calling up the Group 67-B candidates.

C. Guidelines for the logistics in connection with the Psychological Evaluation procedures in Washington, D.C. Volunteer.

1. Candidates (4-6) will be housed in an acceptable motel-hotel through the period 15-21 Oct 67. Two additional double rooms will be provided for 3 psychological evaluation team members plus the aeromedical consultant. These latter rooms will provide required space for testing and interview procedures. Room costs will be defrayed by the contractor, (aeromedical consultant).

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2. For the purposes of group evaluations the following special events will be subsidized by the contractor:

- a. Group luncheon - at outside restaurant
- b. Group dinner - same
- c. Cocktail - dinner party - Consultant's home and restaurant

d. In the event that the leader of the psychological evaluation team feels it advisable for members to work through a given meal period with any candidate(s) he is authorized to sign for said meal to be charged to the contractor. Otherwise the candidates are responsible for their individual meal costs.

e. Auxiliary snacks and beverages as are required for overtime evaluation procedures will be furnished by the contractor.

f. Local taxis will be used for transportation to and from the above-mentioned special events, with said costs being reimbursed by the contractor.

D. The composition of the Initial interview team and the exact meeting place will be designated on 4 October 1967 by the Chief, OSA.

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